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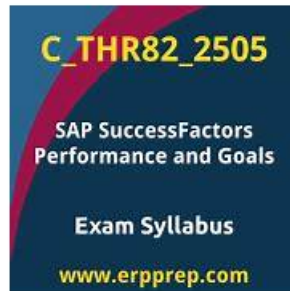

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Job Architecture and Attributes: This section of the exam assess|es the knowledge of SAP Consultants in working with job structure elements. It includes configuration of job roles, families, and attributes that are essential for defining performance expectations and linking goals to job frameworks.
Topic 2	• Performance Rating and Permissions: This section of the exam assesses the understanding of Performance Management Specialists in configuring rating behaviors and permissions. It covers the control of visibility and edit rights across different user roles in the performance management cycle.
Topic 3	• Form Templates: This section of the exam evaluates the abilities of Performance Management Specialists to create and customize performance review forms. It includes form sections, rating scales, and layout settings necessary for collecting structured employee evaluations.
Topic 4	• Continuous Performance Management (CPM): This section of the exam evaluates the skills of Performance Management Specialists in enabling and supporting CPM features. It includes configuring activities, achievements, and feedback tools for real-time, ongoing performance tracking.

Topic 5	• Goal Management: This section of the exam measures skills of Performance Management Specialists and covers how to configure and manage goal plans, goal library usage, and cascading goals. It ensures alignment of employee objectives with organizational strategies through effective goal-setting functionality.
Topic 6	• 360 Reviews: This section of the exam measures skills of Performance Management Specialists in configuring and deploying 360-degree feedback processes. It covers form templates, participant selection, and distribution workflows to gather comprehensive peer evaluations.
Topic 7	• Configuration of Performance Management: This section of the exam measures skills of SAP Consultants in managing backend configuration for performance processes. It involves provisioning settings, XML modifications, and basic system integrations to ensure successful form deployment.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q64-Q69):

NEW QUESTION # 64
In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <min-rater-complete-count>8</min-rater-complete-count>
- B. <min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>
- C. <rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]></rater-cat-min-err-msg>
- D. <min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min- warning-msg>
- E. <min-rater-count>8</min-rater-count>

Answer: B,C,E

NEW QUESTION # 65
What action does the following XML code allow a manager to perform from their goal plan?
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>

- A. A manager can cascade goals to all employees in their reporting chain.
- B. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- C. A manager can cascade goals to their manager's goal plan.
- D. A manager can cascade a goal from their direct report's goal plan.

Answer: B

NEW QUESTION # 66

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note: There are 2 correct answers to this question.

- A. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form.
- B. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.
- C. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.
- D. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form

Answer: B,D

NEW QUESTION # 67

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note: There are 2 correct answers to this question.

- A. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form.
- B. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.
- C. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.
- D. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form

Answer: B,D

NEW QUESTION # 68

What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Decline a feedback request.
- B. Access the profile card to drill down into employee details.
- C. Filter to only show feedback with a linked achievement.
- D. Filter to only show feedback with a linked activity.

Answer: A,D

NEW QUESTION # 69

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